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ABSTRACT

Although the effects of sex-role socialization factors on career decision-making have received increased attention, little research has assessed the relationship between sex role variables and the factors affecting career decision-making. Differential effects and interactions of sex, sex role orientation, and sex role attitudes on six factors affecting career decision making were assessed in a sample of college students (N=270), who completed the Bem Sex Role Inventory, Attitudes Toward Women Scale, and the Career Factor Checklist. Analysis of variance revealed significant differences or interactions for subjects depending on their sex, sex role orientation, and sex role attitude for the familial, individual, situational, and psychosocial-emotional factors. Sex differences were found for the psychosocial-emotional factors, with men reporting a greater effect of these problem areas than women. Main effects for sex role orientation were found for the familial, individual, and psychosocial-emotional factors. Results indicated significant interactions of sex role orientation and attitude for the familial factor and a triple interaction of sex, sex role attitude, and sex role orientation for the situational factor. The main effect for sex role orientation on the psychosocial-emotional factor supports the notion that androgynous people are more psychologically functional and adjusted. (Author/NRB)

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The Relationship of Sex Role and Career Factors in Career Decision Making

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The Relationship of Sex Role and Career Factors in Career Decision Making

Sex role factors in career decision making have received increased attention in vocational and counseling psychology (Crawford, 1978; Fannin, 1979; Fitzgerald, 1980; Fitzgerald & Crites, 1980; Gackenbach, 1978; Harren, Kass, Tinsley, & Moreland, 1978, 1979; Illfelder, 1980; Marshall & Wijting, 1980; Moreland, Harren, Krimskey-Montague, & Tinsley, 1979; O'Neil, Meeker, & Borgers, 1978; O'Neil, Ohlde, Barké, Prosser Gelwick, & Garfield, 1980; Stake, 1979; Stockton, Berry, Shepson, & Utz, 1980; Yanico, Hardin, & McLaughlin, 1978; Zuckerman, 1979). The last four annual reviews of career development and vocational behavior have reported research related to sex roles and bias in career development and vocational behavior (Betz, 1977; Osipow, 1976; Walsh, 1979; Zytowski, 1978). Additionally, the psychology of women literature and the empirical study of gender roles (Unger, 1979) has contributed to a better understanding of sex role factors in career decision making (Canter, 1979; Frieze, Parsons, Johnson, Ruble, & Zellman, 1978; Maccoby & Jacklin, 1974; Orlofsky, 1977; Parsons, Frieze, & Ruble, 1978; Schaffer, 1980; Weitz, 1977; Wesley & Wesley, 1977). This research has heightened interest in how sex role factors affect decision making and the choice of nontraditional careers.

Past Research on Sex Role Factors, Androgyny, and Career Decision Making

Empirical evidence showing a relationship between career and sex role factors in career decision making has been accumulating. Evidence that sex role identity, attitude, or orientation affects career aspirations, salience, and decision making has been documented (Crawford, 1978; Illfelder, 1980; Harren, et al. 1978, 1979; Moreland, et al., 1979). Other evidence indicates that sex role factors are related to career decision making in a variety of ways (Canter, 1979; Fannin, 1979; Gackenbach, 1978; Marshall & Wijting, 1980; Orlosky, 1977; Parsons, et al., 1978; Stake, 1979; Stockton, et al., 1980; Yanico, et al., 1978; Zuckerman, 1979).

Concurrent with this research is much discussion and debate on Bem's unifying sex role category called androgyny (Bem, 1974, 1975). Bem hypothesizes that the androgynous personality (possessing and expressing both masculine and feminine attributes) will be better adjusted psychologically. Bem (1975) speculates that the androgynous individual is a person who is able to remain sensitive to the changing conditions of situations and engage in whatever behavior seems most effective at the moment regardless of sex-role stereotypes. By definition, the androgynous individual is someone who is both independent and tender, aggressive and gentle, assertive and yielding, masculine and feminine, depending on the situational appropriateness of these behaviors. Positive empirical support for the construct of androgyny is accumulating in

the literature. Androgynous self-concepts have been found to relate to greater maturity in moral judgements (Block, 1973) and higher self esteem (Ischiff & Koopman, 1978; Spence, Helmreich & Stapp, 1975). Additionally, evidence has shown that androgynous persons are flexible in their social behavior according to situational demands, rather than according to sex role stereotypes (Bem, 1975; Bem & Lenney, 1976; Bem, Martyna, & Watson, 1976).

Androgyny is not without criticism and debate (Jones, Chernovetz & Hansson, 1978). Pedhazur and Tetenbaum (1979) point out major weaknesses of the Bem Sex Role Inventory (BSRI) which proposes to measure psychological androgyny. The logic, validity, and utility of research on psychological androgyny has also been questioned (Locksley & Colten, 1979). Other researchers provide suggestions, guidelines, and cautions for future research on androgyny (Kelly & Worell, 1977; Lenney, 1979a, 1979b; Worell, 1978).

Androgyny and career decision making have also been given attention by researchers (Gackenbach et al., 1979; Harren et al., 1978; Moreland et al., 1979; Orlofsky, 1977; Yanico et al., 1978). Gackenbach et al. (1979) and Orlofsky (1977) found androgynous subjects have sex role identities associated with achievement and achievement identity, whereas undifferentiated sex role types do not. Harren et al. (1978) found that androgyny is related to progress in the decision making process and Moreland et al. (1979) found that androgynous women were more advanced than undifferentiated women on three decisional tasks. Yanico et al. (1978) recommends that androgyny and career decision making deserve more attention since it may help explain the career choices of nontraditional men and women.

The research reviewed on androgyny, sex roles, and career decision making lacks coherence and a unified research approach. With the exception of Harren and his colleagues (Harren et al., 1978, 1979; Moreland et al., 1979) most of the research on sex roles and career decision making is unrelated, on diverse samples, and collectively difficult to interpret. One common theme that unifies the research literature is that sex role factors are important considerations in understanding career behavior and implementing career counseling interventions. Additionally, empirical research on sex role factors in career decision making may guide counselors in understanding gender role conflicts in career counseling.

Factors Affecting Sex Role Socialization and Career Decision Making - A Model

One approach documenting sex role variables in career planning is to specify the common factors affecting both the sex role socialization and the career decision making processes. A recent career decision making model depicts six general factors and 22 sub-factors affecting sex role socialization and career decision making (O'Neil, et al., 1978, Note 1; O'Neil & Bush, 1978; O'Neil, Ohlde, Tollefson, Barké, Piggott & Watts, 1980b). The O'Neil, Meeker, Borgers model (see Figure 1) is based on previous theories of career development (Bordin, Nachmann &

INSERT FIGURE 1 ABOUT HERE

Segal, 1963; Holland, 1973; Roe, 1957; Super, 1957; Super & Bachrach, 1957), correlates of career choice (Blau, Parnes, Gustad, Jessor & Wilcock, 1968; Crites, 1969), social systems approach to career development (Osipow, 1973), a social learning theory of career selection (Krumboltz, Mitchell & Jones, 1978), general theory about sex differences in career development (Crites, 1969; Mishler, 1975; Osipow, 1975; Psathas, 1968; Senesh & Osipow, 1973; Zytowski, 1969), and theories about sex role development (Kagan, 1964; Kohlberg, 1966; Mischel, 1970; Mussen, 1969).

This career decision-making model hypothesizes that the Individual, Societal, Familial, Socioeconomic, Situational, and Psychosocial-Emotional factors affect both the sex role socialization and the career decision-making processes. The Societal, Socioeconomic, and Situational factors are considered external correlates that affect the sex role identity and career decision making processes. The Individual and Psychosocial-Emotional factors are considered internal correlates that affect a person's sex role and career development. The Familial factor is considered both internal and external. Early childhood experiences and parental roles in the family can be internalized and become part of a person's self concept. Also, familial influences, as an external factor can affect choices over the adult life cycle. A recent factor analytic study (O'Neil et al., 1980b) has demonstrated construct validity for the six general factors of the O'Neil et al. model and it also has been used as an intervention to help women understand the effects of sex role socialization on their career-decision making (O'Neil et al., 1980a).

The purpose of this study was to assess how the career and sex role factors relate and interact with each other. This study examined the differential effects of sex, sex role orientation, and sex role attitude on the perceived factors affecting the career decision making process as depicted in the O'Neil et al. model (see Figure 1). The major research question was: How do the sexes, with different sex role orientation and attitudes, perceive the factors affecting career decision making? Do students with different sex role orientation (masculine, feminine, undifferentiated and androgynous) or different sex role attitudes (conservative or liberal) report the effect of the factors differentially? It was hypothesized that subjects of different sex, sex role attitude, and sex role orientation would report differential effect of the factors affecting their career decision making. Second, it was hypothesized that sex, sex role orientation and sex role attitude would significantly interact when predicting the effects of the six career factors. This latter hypothesis was designed to provide initial empirical evidence that the six factors described in Figure 1 interact with both the sex role socialization and career decision making processes. Third, it was hypothesized that androgynous subjects would report significantly fewer Psychosocial-Emotional problems (fear of failure and success, lack of confidence and assertiveness, and role conflict) in their career decision making than masculine, feminine, and undifferentiated sex role types.

Method

Subjects

Subjects (N=270) for this study were polled through two large undergraduate courses at a large midwestern university. Males (N=93) and females (N=177) were distributed by grade in the following way: Freshman (N=177); Sophomores (N=37); Juniors (N=91); Seniors (N=37); and Special Students (N=10). Subjects' ages ranged from 17 to 25 years with a mean age of 20. Subjects' aspired or declared majors clustered in the following way: Liberal Arts and Sciences (24%), Education (48%), Professional Schools - Business, Journalism, Fine Arts, Engineering (19%). Nine per cent of the subjects were undecided about their major.

Instruments

Three instruments were administered to subjects in this study: Bem Sex Role Inventory (Bem, 1974), Attitude Toward Women Scale (Spence & Helmreich, 1972), Career Factor Checklist (O'Neil & Ohlde, Note 2; O'Neil et al., 1980b).

Bem Sex Role Inventory (BSRI). The BSRI has been validated as a measure of psychological androgyny (Bem, 1974). It consists of 20 adjectives describing masculine personality characteristics, 20 adjectives describing feminine characteristics, and 20 adjectives describing neutral characteristics. Respondents are asked to indicate on a scale from 1 ("never or almost never true") to 7 ("always or almost always true") how well each characteristic describes himself or herself. The

BSRI is used to classify a person's sex role orientation as masculine, feminine, androgynous, and undifferentiated. Each subject receives both a masculinity and femininity score, which are the mean self ratings for all endorsed masculine and feminine items for that individual. The median for both masculinity and femininity scores is computed to classify each subject's sex role endorsement as masculine (above the median for masculine/below the median for feminine), feminine (above the median for feminine/below the median for masculine), androgynous (above the median for both masculine and feminine), undifferentiated (below the median for both masculine and feminine). Psychometric analyses on the BSRI indicate it is internally consistent, reliable over time, and uncorrelated with the tendency to describe oneself in a socially desirable direction (Bem, 1974, 1976).

Attitudes Toward Women Scale (AWS). The AWS (Spence & Helmreich, 1972) measures the rights and roles of women in contemporary society. Respondents are asked to indicate their degree of agreement with 55 statements by rating a four-point scale from "agree strongly" to "disagree strongly." Each item is scored on a scale from 0 to 3, with 0 representing the most traditional attitude and 3 the most liberal. Each subject's score is obtained by summing all items. Test scores range from 0-165 and subjects are categorized as conservative in their attitude toward women (low score) or more liberal (high score).

The Career Factor Checklist (CFC). The CFC (O'Neil & Ohlde, Note 2; O'Neil et al., 1980b) measures the degree to which career factors affect people's career decisions and their awareness of these effects. The

CFC was developed from the O'Neil et al. (1978, 1980a, 1980b) model and includes 28 items divided into six scales, measuring the six general factors and the 22 subfactors. The CFC asks respondents to indicate on a five-point Likert scale ("very much" to "not at all") to what extent the following factors affect their career decision making: (1) Familial (4 items), (2) Societal (4 items), (3) Individual (6 items), (4) Socio-economic (5 items), (5) Situational (3 items) (6) Psychosocial-Emotional (6 items). The CFC has been found to be a valid measure of the O'Neil et al. model (O'Neil, et al., 1980b). Hoyt (1941) reliability coefficients for these six factors have ranged from .65 to .81, while their test-retest reliabilities over a four-week period have ranged from .49 to .83. The test-retest reliability for the total score over the same time interval was .83.

Procedure

Subject data were gathered in two large undergraduate classes. Subjects were classified into four sex role categories (masculine, feminine, androgynous, and undifferentiated) according to their scores on the Bem Sex Role Inventory. Using a medium split, subjects were divided into conservative and liberal groups according to their scores on the Attitudes Toward Women Scale and into male and female groups. Scores on each of the six factors of the CFC were calculated for each subject depending on their sex role orientation and attitude and the interaction of these two sex role measures.

Analysis

A 2x4x2 analysis of variance (ANOVA) was performed on each of the CFC scales to determine the effects of sex, sex role orientation, sex role attitudes and their interaction on the factors affecting the career decision making process. A total of six analyses of variance was conducted. For all significant F values obtained post hoc Scheffé comparisons were calculated.

Results

Table 1 shows the means and standard deviations for the scores on the six factors of the Career Factor Checklist for men and women with different sex role orientation and attitudes.

INSERT TABLE 1 ABOUT HERE

Table 2 shows the results of the 2x4x2 ANOVA for sex, sex role orientation, sex role attitude, and the interaction of these variables. The results indicate a main effect for sex on the Psychosocial-Emotional

INSERT TABLE 2 ABOUT HERE

Factor, $F(1,253) = 3.85$, $p < .05$. A main effect for sex role orientation was found for the Familial Factor $F(3,253) = 4.50$, $p < .05$; Individual Factor, $F(3,253) = 10.23$, $p < .05$; Psychosocial-Emotional Factor, $F(3,253) = 4.75$, $p < .05$. A sex role orientation x sex role attitude interaction was found for the Familial Factor, $F(3,253) = 2.71$, $p < .05$. Figure 2 depicts the interaction effects of sex role

INSERT FIGURE 2 ABOUT HERE

orientation and sex role attitude for the Familial Factor. A sex x sex role orientation x sex role attitude interaction was also found for the Situational Factor, $F(3,253) = 2.69$, $p < .05$. Figure 3 depicts the interaction of sex, sex role orientation and sex role attitude for the Situational Factor. No other analyses were significant ($p > .05$).

INSERT FIGURE 3 ABOUT HERE

The results indicate that men report that the Psychosocial-Emotional Factor (Fear of Failure and Success, Lack of Confidence and Assertiveness, and Role Conflict) affected their career decision making significantly more than females ($p < .05$). Additionally, post hoc analyses for sex role orientation on the Psychosocial-Emotional Factor indicated that the significant differences were between the feminine/androgynous and the undifferentiated/androgynous groups. Both the feminine and undifferentiated groups reported that the Psychosocial-Emotional Factors affected their career decision making significantly more than the androgynous sex role group ($p < .05$). Post hoc analyses for sex role orientation on the Individual Factor indicated that the significant differences were between the androgynous/undifferentiated, androgynous/masculine, and feminine/undifferentiated groups. Both the androgynous and feminine groups reported that Individual Factor affected them significantly more than the undifferentiated group. Additionally, the androgynous group reported that the Individual Factor affected them significantly more than the masculine group ($p < .05$).

Post hoc analyses on the 2-way interaction of sex role orientation and attitude for the Familial Factor indicated that the significant differences were between the feminine/liberal and undifferentiated/liberal groups ($p < .05$). The feminine/liberal group reported that the Familial Factor affected them significantly more than the undifferentiated/liberal group.

Post hoc analyses on the 3-way interaction of sex, sex role orientation, and sex role attitude on the Situational Factor failed to show any significant differences between the groups ($p > .05$).

Discussion

The hypothesis that subjects of different sex, sex role attitude, and sex role orientation would report differential effect of the factors in the O'Neil et al. model was confirmed with four of the six factors. Men reported that the Psychosocial-Emotional Factors affected them significantly more than women. Subjects of different sex role orientation indicated that the Familial, Individual, and Psychosocial-Emotional Factors affected them in significantly different ways. Additionally, the hypothesis that sex, sex role orientation, and sex role attitude of the subjects would significantly interact when predicting the effect of the factors was confirmed for two of the factors (Familial and Situational). The Familial Factor interacted with both sex role orientation and attitude and the Situational Factor interacted with sex, sex role orientation, and sex role attitude. The hypothesis that androgynous subjects would report significantly fewer Psychosocial-

Emotional problems than other sex role types was supported. Both the feminine and undifferentiated sex role types reported significantly more Psychosocial-Emotional problems than androgynous types.

These results contribute to other research (Crawford, 1978; Illfelder, 1980; Harren et al., 1978, 1979; Moreland et al., 1979) and earlier postulates (Farmer, 1976; Fitzgerald & Crites, 1980; Psathas, 1968; O'Neil et al., 1978, 1980a, 1980b; Osipow, 1975; Zytowski, 1969) indicating sex role and career factors are related to career decision making as depicted in Figure 1. Only the Societal and Socioeconomic Factors showed no relationship with sex, sex role orientation and sex role attitudes of the subjects.

Sex differences on the perceived effect of the six factors in career decision making were found only for the Psychosocial-Emotional Factor. Men reported that the fear of failure and success, lack of assertiveness and confidence, and role conflict affected them significantly more than women. This finding supports the belief that men experience conflict and strain during career decision making (Komarovsky, 1976; Levinson, 1978; O'Neil, in press; Note 3) and further explicates sex differences in the factors affecting career decision making (Gackenbach, 1978; Harren et al., 1978; McClure & Piel, 1978; Moreland et al., 1979; O'Neil et al., 1980b; Orlofsky, 1977; Zuckerman, 1979).

The main effect for sex role orientation on the Individual and Psychosocial-Emotional Factors shows that sex role orientation does differentially affect student's perception of the effects of these factors. Both the feminine and androgynous subjects were significantly

more affected by the Individual Factor (self expectancies, abilities, interests, attitudes, and achievement needs) than the undifferentiated subjects. Also, androgynous subjects reported that the Individual Factor affected them more than the masculine subjects. Additionally, androgynous subjects reported significantly fewer psychosocial-emotional problems (fear of failure and success, lack of confidence and assertiveness, and role conflict) than both the feminine and undifferentiated subjects. The differences between the androgynous, feminine, and undifferentiated subjects on the psychosocial-emotional factor is partially supportive of Bem's notion that androgynous subjects will report better adjustment and cope more effectively in life.

The interaction of sex role orientation and sex role attitudes on the Familial Factor is initial evidence that the reported effects of family on subjects' career decision making varies according to their sex role orientation and attitude. Feminine/liberal subjects perceived the Familial Factor (childhood experiences, mother and father's role model) to affect them significantly more than undifferentiated/liberal subjects. Although more research is needed, the Familial Factor and sex role attitude and orientation may be important issues to explore with undifferentiated sex typed students who are undecided or conflicted with their career decision making.

A common theme emerged in this research. It was that the undifferentiated sex role type was significantly more and less affected by certain career factors than other sex role types. For example, undifferentiated subjects were: (1) significantly less affected by the

Individual Factor (self-expectancies, abilities, interests, attitudes, and achievement needs) than both the feminine and androgynous subjects, (2) significantly less affected by the Familial Factor (childhood experiences, father's role model, mother's role model) than feminine subjects, (3) significantly more affected by the Psychosocial-Emotional Factors (fear of failure and success, lack of confidence and assertiveness, and role conflict) than androgynous subjects. It appears that the Individual and Familial factors in career decision making are affecting the undifferentiated sex role type less than other types. Additionally, critical problem areas (Psychosocial-Emotional factors) are significantly more influential in the undifferentiated person's career decision making. These results add to past research indicating that the undifferentiated sex role type may lack achievement identity (Gackenbach et al., 1979; Orlofsky, 1977) and be less advanced in the career decision making progress than androgynous subjects (Moreland et al., 1979). These results suggest that undifferentiated students may need special help understanding the career and sex role factors affecting their progress in career decision making. Although more research is needed, career counselors might explore the Individual, Familial, Psycho-Emotional factors with undifferentiated clients who are career conflicted and dissatisfied.

In summary, this research found that subjects of different sex, sex role orientation, and sex role attitude reported four of the six factors in the O'Neil et al. model differentially affected their career decision making. Recently, Crites and Fitzgerald (1980) have advocated that sex

role socialization factors may be important to understand female achievement strivings and the career psychology of women. The present results indicate that sex and sex role orientation and attitude do affect and interact with career factors in unique and common ways for both sexes. Only with future research will career psychologists be able to authoratively establish the collective effect of sex role and career factors in men and women's lives. Through this research, both the positive and negative aspects of sex role socialization will be better understood and integrated into career delivery systems and services.

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Footnotes

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Table 1

Means and Standard Deviations for Subjects of Different Sex, Sex Role Orientation, and Sex Role Attitude on the Six Factors Affecting Career Decision Making.

Sex Role Orientation (BSRI)	Sex	Attitude Toward Women (AWS)	N	CAREER FACTORS From O'Neil et al. Model: Familial M	Familial SD	Societal M	Societal SD	Individual M	Individual SD	Socioeconomic M	Socioeconomic SD	Situational M	Situational SD	Psychosocial-Emotional M	Psychosocial-Emotional SD
Masculine	Male	Con.	25	12.16	3.7	11.90	3.3	27.20	4.1	12.60	3.9	6.90	2.8	9.28	3.6
		Lib.	8	12.00	4.2	13.80	2.3	26.20	1.9	10.62	1.7	8.90	2.7	9.63	4.2
	Female	Con.	4	16.25	3.1	14.00	2.1	27.50	3.0	15.50	6.4	9.50	2.4	10.25	6.6
		Lib.	15	12.30	3.4	11.40	3.9	29.20	1.3	13.70	4.4	7.50	2.9	8.93	3.8
Feminine	Male	Con.	4	12.25	1.7	13.00	1.6	28.00	1.8	11.50	3.1	9.30	1.7	12.50	3.7
		Lib.	5	15.40	2.5	13.00	3.8	28.80	1.6	14.00	4.5	8.20	3.6	13.80	5.4
	Female	Con.	37	14.05	3.5	13.40	3.3	27.50	3.5	11.90	4.3	8.20	1.9	11.41	3.6
		Lib.	46	14.30	2.9	13.04	3.2	28.10	2.4	12.80	4.4	7.80	2.2	10.33	4.5
Androgynous	Male	Con.	17	13.59	2.9	12.50	3.1	28.50	1.5	13.20	3.5	8.50	2.4	9.82	3.4
		Lib.	10	13.40	1.6	13.40	2.9	28.40	2.3	12.10	3.2	7.20	3.4	8.90	3.8
	Female	Con.	18	13.11	3.4	12.60	3.1	28.70	1.9	10.80	3.2	7.40	1.9	10.39	4.2
		Lib.	25	12.36	4.3	11.08	3.4	29.10	1.8	12.40	5.1	7.40	3.1	7.64	3.8
Undifferentiated	Male	Con.	14	13.21	2.1	13.70	2.9	25.07	2.8	13.10	3.8	9.10	1.9	14.07	2.8
		Lib.	9	9.56	2.8	12.70	2.2	25.30	2.6	11.70	2.5	7.50	2.8	10.56	3.9
	Female	Con.	17	11.94	3.2	12.60	2.6	26.10	2.5	14.00	4.4	8.30	2.3	9.88	4.2
		Lib.	15	11.13	3.9	11.50	2.9	27.50	2.1	12.10	4.6	8.60	1.6	10.00	4.2

[1] Item means will vary according to the number of questions in each factor of the Career Factor Checklist. The number of items in each factor of the CFC was: Familial (4), Societal (4), Individual (6), Socioeconomic (5), Situational (3), Psychosocial-Emotional (6).

Table 2

ANOVA For Factors Affecting Career Decision Making

Source	df	Familial Factor		Societal Factor		Individual Factor		Socioeconomic Factor		Situational Factor		Psychosocial-Emotional Factor	
		MS	F	MS	F	MS	F	MS	F	MS	F	MS	F
Sex (A)	1	9.96	.89	11.70	1.16	22.11	3.17	12.01	.68	.39	.06	61.35	3.85*
Sex Role Orientation (B)	3	50.21	4.50*	3.38	.38	71.22	10.23*	7.27	.41	6.65	1.10	75.65	4.75*
Sex Role Attitude (C)	1	23.98	2.14	9.51	.94	13.47	1.93	6.84	.39	10.81	1.80	39.65	2.49
A X B	3	16.05	1.43	5.02	.50	9.44	1.35	31.39	1.79	3.23	.53	17.86	1.12
A X C	1	12.36	1.10	33.02	3.29	9.00	1.29	.39	.02	.02	.00	3.23	.20
B X C	3	30.32	2.71*	1.99	.19	1.26	.18	27.13	1.55	1.03	.17	9.20	.57
A X B X C	3	23.31	2.09	9.54	.95	2.25	.32	11.17	.63	16.16	2.69*	23.96	1.50
Error	253	11.16		10.02		6.96		17.47		5.99		15.91	

*p < .05

Figure Captions

Figure 1. Factors affecting the sex-role socialization and career-decision making. (From "Factors, Correlates, and Problem Areas Affecting Career Decision Making of a Cross-Sectional Sample of Students" by J. M. O'Neil, C. Ohle, N. Tollefson, C. Barké, T. Piggott, D. Watts, Journal of Counseling Psychology, 1980, 27, 571-580.

Figure 2. Plotted means for the Familial Factor for liberal and conservative groups according to Bem's sex role orientations. (CFC = Career Factor Checklist; AWS = Attitude Toward Women Scale; Masc. = Masculine Sex Role Orientation; Fem. = Feminine Sex Role Orientation; And. = Androgynous Sex Role Orientation; Und. = Undifferentiated Sex Role Orientation).

Figure 3. Plotted means for the Situational Factor for male and female and liberal and conservative groups according to Bem's Sex Role Orientations. (CFC = Factors Checklist; AWS = Attitude Toward Women Scale; Masc. = Masculine Sex Role Orientation; Fem. = Feminine Sex Role Orientation; And. = Androgynous Sex Role Orientation; Und. = Undifferentiated Sex Role Orientation.

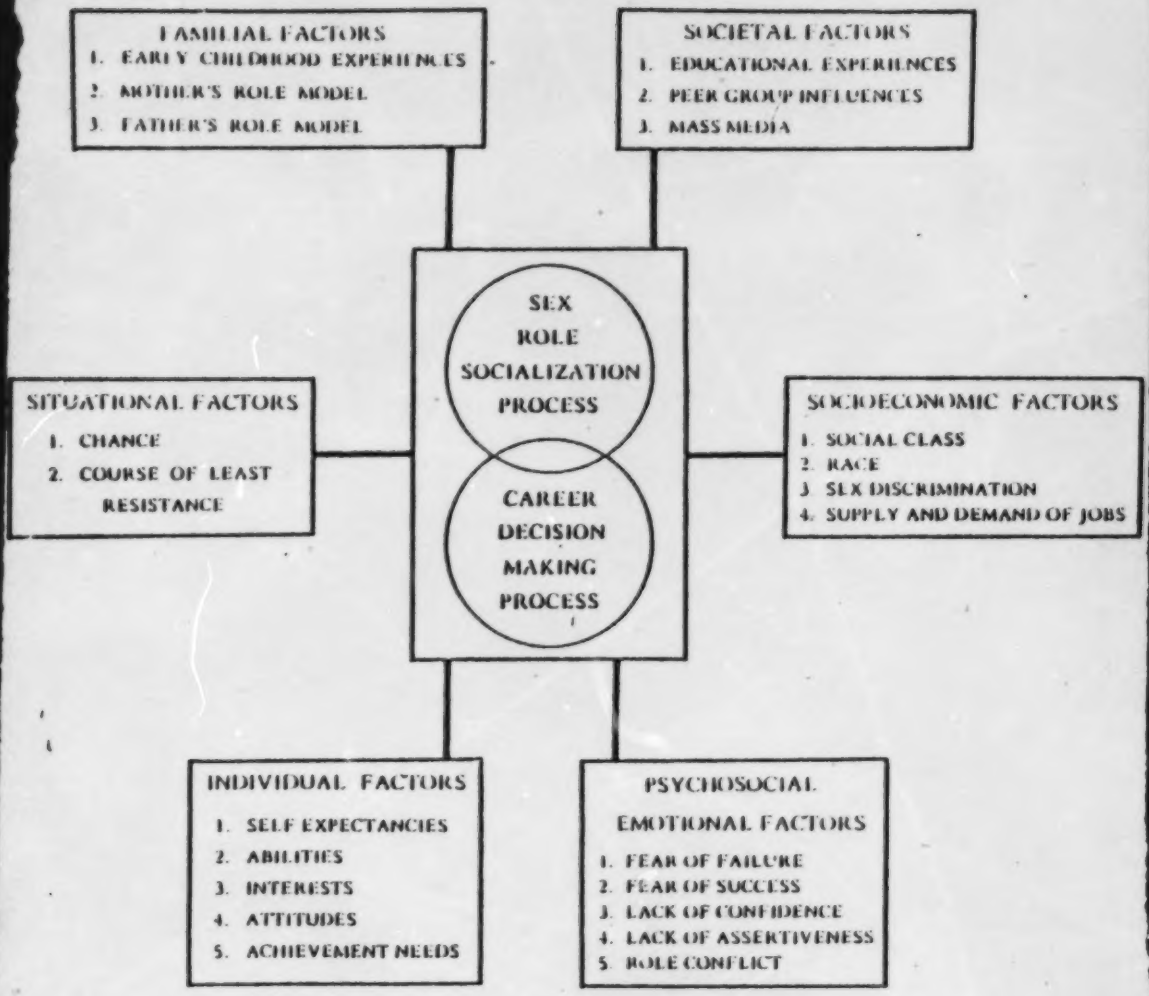
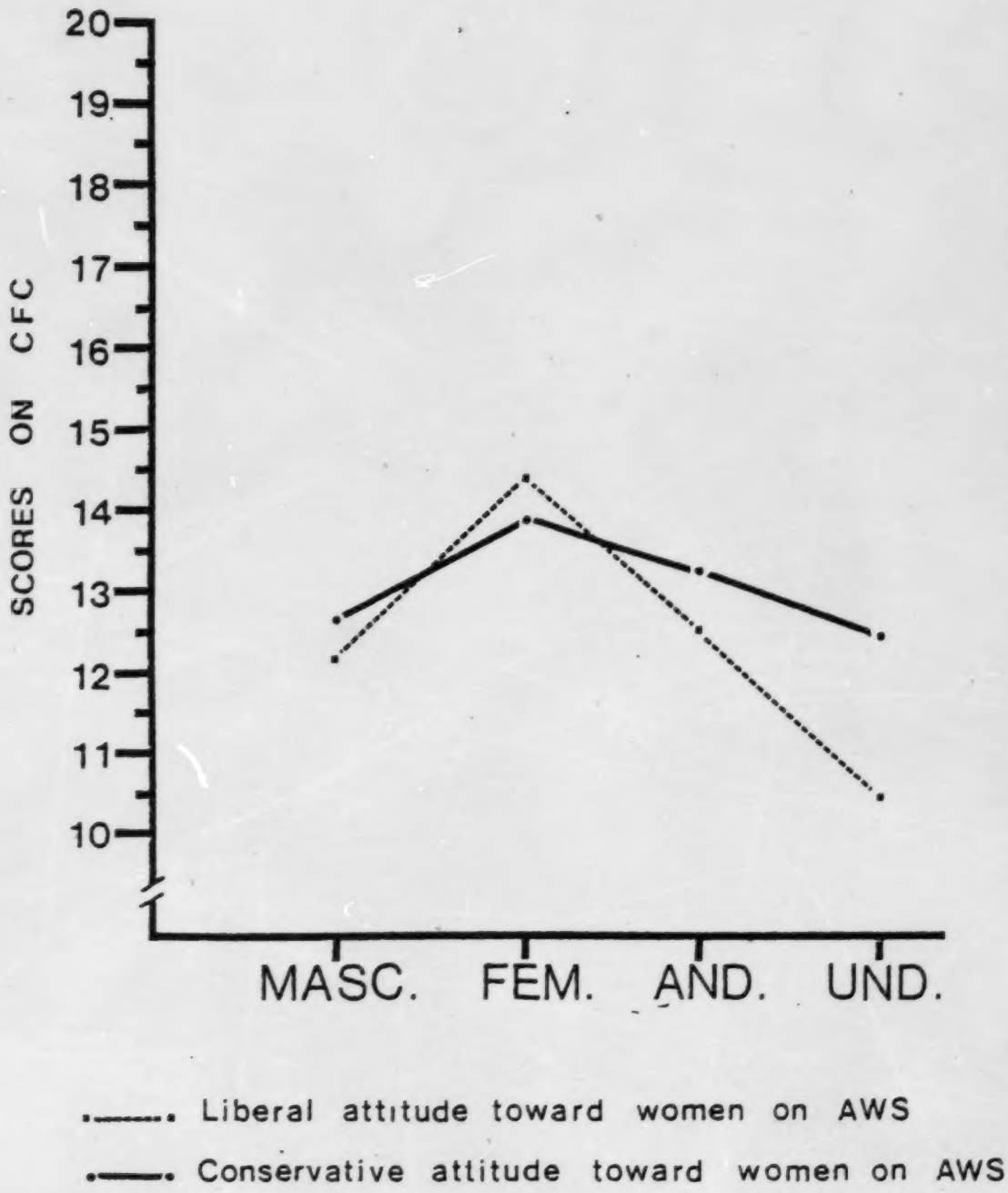


Figure 1: Factors Affecting the Sex Role Socialization and Career Decision Making Process (O'Neil & Bush, 1978; O'Neil, et al., 1978, 1980a, 1980b)

Bem Sex Role Orientations



Bem Sex Role Orientations